

Talk Outline

In this presentation, the notion of potential space is used as a lens through which to make sense of alienation within contemporary places of work. I take seriously the suggestion that creativity is essential in all meaningful life and explore how play can be used to help make contemporary organisations more humane and, in the long term, more productive.

I suggest, specifically, that it is by letting go of an obsession with 'reality' and a concomitant paralysing fear of play that organisational members can come to connect, first with themselves and then with others.

I draw on object relations to suggest that current attacks on creativity are indicative of paranoid-schizoid functioning. The resilience of potential spaces, on the other hand, is evidence of an inherent human need for growth and capacity for depressive functioning.

Speaker Profile

Peliwe is an Associate Professor within the Graduate School of Business Leadership at the University of South Africa. She is the Executive Director of the South African Initiative for Transformative Dialogue (SAITD), a not-profit organisation that employs systems psychodynamics perspectives in its efforts to contribute to change and transformation within South African society and organisations. Peliwe holds the following qualifications: BA Honours (University of Cape Town, South Africa), Master of Arts (University of Melbourne, Australia), Master of Business (Swinburne University of Technology, Australia) and PhD (Swinburne University of Technology, Australia). Her research interests include women in leadership, the psychodynamics of organisations, and intra and inter-organisational collaboration.

Peliwe works as a psychodynamically oriented researcher and organisation consultant specialising in change and transformation for both public and private sector organisations. She is a coach and mentor for women and young leaders, and also serves as a consultant in local and international group relations conferences. Her previous work experience includes roles in social and organisational research, organisational consulting, human resources management and leadership education in South Africa, Australia, Malaysia and Singapore. Peliwe has won two international awards, namely, the Harold Bridger Award from the International Society for the Psychoanalytic Study of Organisations, in 2011 and the Excellence in Organizational Scholarship Award from the Centre for the Study of Organizational Change, University of Missouri, USA, in 2013. Her paper, 'Anxiety and Defence in Sustainability', was a catalyst for Psychoanalysis, Culture & Society, a prestigious international journal, introducing a section dedicated to sustainability in 2010. Peliwe is a member of the Society for Industrial and Organisational Psychology of South Africa (SIOPSA), the International Society for the Psychoanalytic Study of Organisations (ISPSO), the Organisation for the Psychoanalytic Understanding of Society (OPUS) and the International Forum of Social Innovation (IFSI).



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THE RESILIENCE OF POTENTIAL SPACE

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